

ISSN 2321 – 8916



[www.theijbm.com](http://www.theijbm.com)

# The Board of The International Journal of Business & Management

Is hereby awarding this certificate to

Rosadiro Cahyono, Kuswandi, Diah Ayu Sanggarwati & Tiara Dwi Fulandari Sophan

In recognition of the publication of the paper entitled

Effect of Hard Skill, Workload and Technology on Job Satisfaction and  
Work Productivity At Pt. Delta Jaya Mas Gresik

Published in 'The IJBM' Journal Volume X, Issue 12, December, 2022

DOI No.: [10.24940/theijbm/2022/v10/i12/BM2212-020](https://doi.org/10.24940/theijbm/2022/v10/i12/BM2212-020)

Editor in Chief

B. K. Ghosh

